



President Edward C. Merrill, Jr. talks with Alan and Florence Crammatte at a reception held for them Nov. 16. Alan Crammatte is this year's Powrie V. Doctor Chair of Deaf Studies.

## Orientation program planned for new employees

by Mike Kaika

The Deafness Related Concerns Council's task force report on "Orientation at Gallaudet College," has been accepted by Central Administration. Merv Garretson, special assistant to the president, has been appointed coordinator to get this project underway.

Work on this report began when the DRCC appointed a task force in the fall of 1980 to evaluate existing orientation materials and to recommend ways to implement a meaningful and structured orientation program for all new employees. New employees do attend an orientation program, but the DRCC concluded it was generally sporadic and loosely administered.

The 30 page task force report contained six recommendations. Among them was the suggestion to establish a position of full-time director for all orientation programs and that the person be experienced in planning programs and using resources effectively.

While this key recommendation to establish the position of a full-time director was not approved by Central Administration for the time being due to financial restraints, the DRCC is optimistic that Garretson will be able to coordinate the project, design and implement a comprehensive orientation program. However, the lack of a full-time director will delay the hoped for implementation timetable considerably. It is hoped that eventually the budget will permit the hiring of a full-time director to update, revise or develop additional orientation materials and to develop training programs according to needs of various groups.

Garretson, who serves as ex-officio member of the DRCC, has established a planning committee for orientation. The following have agreed to serve on the committee: Carolyn Williamson and Bette Landish from Pre-College, Will Madsen from the College faculty, Marie Taccogna from Gallaudet Interpreting Service, Mal Grossinger from Personnel Office, Roz Rosen from Continuing Education, Paul Menkis from Sign Communication, Thelma Schroeder from Public Services and one other person to be selected from College Educational Resources. Rosen, Menkis and Schroeder, who is an alternate, are DRCC appointed.

In other developments, the DRCC members attended a "brown bag" lunch at KDES on Monday, Nov. 8 to meet employees, bring them up-to-date on developments and answer questions. About 20 employees attended the lunch. The group asked how they can review the various task force reports. Ausma Smits, chairperson of the DRCC, explained that all DRCC reports are sent to every budget unit head and Pre-College contact person on campus to share with employees.

Tentative plans are being made to have a similar rap session at MSSD on Dec. 2 from 3 to 4 p.m. 215-58-3294.

## At MSSD, music is more than sound

by Patricia Cinelli

Two MSSD teachers in the Communications Department demystify sound for their students using a vibrating floor, tuning forks, an oscilloscope, a color organ, musical instruments and any technology available that can help sound be visualized.

This is the second year of MSSD's revamped music program which includes two elective courses and an after-school music club. Although there had been courses offered at the high school that included some form of music appreciation, efforts for musically educating students really took off last year. The Communications Department

was reorganized and the Communications Lab was redesigned into what is now called the Sound Lab by Norman Lederman, audio systems engineer and instructor at MSSD. By placing one or more loudspeakers face down on a wooden floor or a wooden platform Lederman created a "vibrating floor." This has become an important part of the music program, providing a way for presenting concepts of sound and music.

Lederman has been teaching hearing aid technology courses for five years. During this time he has been developing ways of demonstrating the concept of sound to his hearing impaired students through the use of technology already available at the high school. "It's a concept hearing people take for granted every day. What is sound?"

What does it mean to you? Why do things make different sounds? These are some questions we get our students to think about," explained Lederman.

Students not only get to feel the music through the vibrating floor but can see it on an oscilloscope, an electronic instrument that shows the vibrations of sound in wave form on a screen. For example, the machine used to monitor heartbeats in a hospital is a type of oscilloscope. Together with a spectrum analyzer machine, an oscilloscope helps hearing impaired persons understand that there is a difference between the sound of a guitar and a flute because they can see it. (A spectrum analyzer machine separates sound into frequencies or harmonics that add up to make the sound, similar to what

*continued on page 3*

## A reminder about the Medicare tax

Beginning in January, 1983, Gallaudet employees covered under the Civil Service Retirement System will have to begin contributing 1.3% of their gross salary to Social Security to cover the cost of the Medicare benefits they receive at retirement.

The new deduction is part of the Tax Equity and Fiscal Responsibility Act of 1982 passed by Congress late this past summer. The legislation means that employees covered by Civil Service will be required by law to contribute an additional 1.3% of their earnings into the system. The current employee contribution to the retirement system is 7% of the total gross salary. In January, that contribution will increase to 8.3%.

For individuals whose annual salary exceeds \$32,400, the contribution will be 8.3% up to the point in the calendar year when their gross earnings equal \$32,400. After that point, their

*continued on page 4*



Karen Semanchik (lower left), a speech pathologist and communications instructor, demonstrates the use of the autoharp to student in her music class at MSSD.

### No OTG next week

Because of the Thanksgiving holiday, *On the Green* will not be published next Monday, Nov. 29. Deadline for submitting information for the Dec. 6 issue is Monday, Nov. 29.





A number of persons on the U.S. Committee for the World Games for the Deaf gather at the Field House. From left are Henry White, Bill Simpson, Donalda Ammons, Robert Getchell and Ronald Sutcliffe. 579-32-8511.

## Business Services reorganizes

The Office of Business Services has announced the reorganization of several of its functional areas, and with it, the change in responsibilities of several of its staff members.

Previously, the area included the Contracts and Risk Management Department and the Purchasing and Services Department. Effective immediately, the Purchasing and Services area will absorb all contracts functions and will be appropriately renamed the Contracts and Purchasing Department. A newly created Telecommunication Services Department will assume responsibility for the insurance and risk management program as well as responsibility for telecommunications on campus. Legal liaison activities will be performed by Daniel Bryant, director of Business Services.

In assuming contracts administration responsibilities, Daniel Kirby will become manager of Contracts and Purchasing. Reginald Leonard will become the Contracts coordinator and will be

accountable for all day-to-day contracts activity. Additionally, Darnese Hines and Frances Harley will be assigned contract administration responsibilities.

A revised Contracts Administration Policy will govern contracts activity under this new structure. Among other things, the policy calls for the proactive involvement of Contracts personnel in all aspects of contract development and invoice processing.

The new Telecommunication Services Department will be headed by Robert Quarles, manager of Telecommunication Services. Under the auspices of a recently approved Telecommunication Policy, Quarles will maintain and update the College telecommunications network within the constraints of a centralized utility budget.

These organizational changes have been designed to permit a more efficient level of service to various departments on campus.

## Sponsored R&D

### Grant/contract deadlines

Provided below are application deadlines of selected federal programs that offer potential grant or contract opportunities for Kendall Green faculty, staff and graduate students. More details on programs of interest can be obtained from the Office of Sponsored Research, x5030 (voice or TDD). 178-40-6993.

Deadline	Program
11/24/82	NSF—Graduate Fellowship Program
12/01/82	NEH—Youth Projects-Pre-applications
12/01/82	NEH—Higher Ed Humanities Consultant Grants
12/01/82	WHITE HOUSE FELLOWSHIPS—1983-84 Awards
12/01/82	NIJ—Unsolicited Criminal Justice Research
12/10/82	HRSA—Health Careers Opportunity Program
12/14/82	FIPSE—Preapplications for Fund for the Improvement of Postsecondary Education
12/15/82	ED: College Library

### Resources

12/15/82	NEA: Artists in Ed Program—Special Projects
01/05/83	ED: Graduate & Professional Study Fellowship Program

### Education fellowships

The U.S. Department of Education has announced Jan. 5 as the deadline for fellowship applications to its Graduate and Professional Study Fellowships Program. This program awards fellowships to students from population groups that are underrepresented in designated graduate fields and who demonstrate financial need.

Although the administration has zero budgeted this program for Fiscal Year 1983, the Department is inviting applications in the event that Congress decides to appropriate funds for the program. For further information, contact Dr. William Young, Office of Postsecondary Education, U.S. Department of Education, Room 3068, ROB-3, 400 Maryland Ave., SW, Washington, D.C. 20201, 245-2347.

## Gallaudet graduates chosen to be World Games committee members

by Patricia Cinelli

Three Gallaudet graduates have been selected to be members of the U.S. Committee for the World Games for the Deaf. The World Games is an international athletic competition held every four years in different areas of the world. The U.S. sends its top deaf athletes to compete in both the summer and winter games.

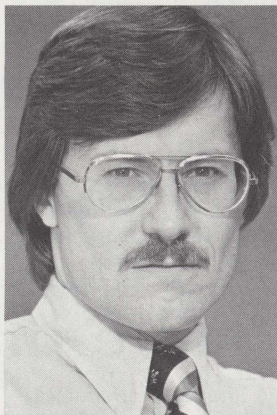
Bill Simpson ('51) was elected World Games for the Deaf chairman at the American Athletic Association for the Deaf convention held in Miami, FL last spring. Donalda Ammons, Gallaudet instructor of Romance Languages and a 1974 Gallaudet graduate, was appointed vice-chairman. Ron Sutcliffe ('59), auditing assistant in Gallaudet's Department of Internal Auditing, was chosen U.S. World Games Committee treasurer.

Robert Getchell, athletic director Hofstra University, Hofstra, NY is public relations director and Henry White, assistant principal of the deaf

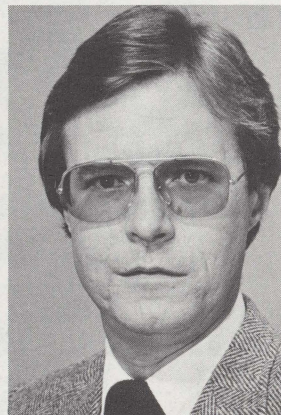
department, Florida School for the Deaf and Blind, was chosen team director. All were appointed for four-year terms.

The Committee has begun preparation for the 1985 XV World Games for the Deaf to be held in Los Angeles, CA. The U.S. team will be aiming to match the tremendous records set by its 1981 team in Cologne, West Germany. A new World Games mark of 110 total medals, including 45 gold, 30 silver and 35 bronze, was established by the 1981 team.

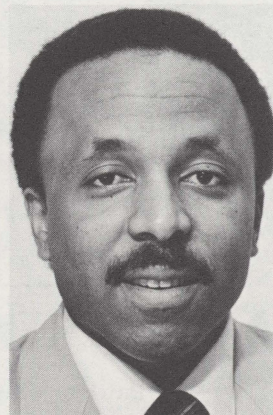
Simpson has been associated with the World Games since 1972 and served as vice-chairman for the XIV World Games in 1981. Ammons served as special assistant to the chairman of the XIV World Games, a position held by Art Kruger ('33) since 1957. He stepped down as chairman last year but will head the USA delegation to the 10th World Winter Games for the Deaf to be held at Madonna di Campiglio, Italy, Jan. 16-22, 1983. 578-56-5673.



Daniel Bryant



Daniel Kirby



Reginald Leonard



Darnese Hines



Frances Harley



Robert Quarles

## Student teaching guide published

*Hearing-Impaired Teachers and Hearing Children: A Guide for Student Teaching* has just been printed for distribution to public school teachers and principals who will be working with Gallaudet undergraduate education majors.

The guide was developed during the summer of 1982 as part of an IDEC grant to David Martin of the Department of Education, who edited the publication. The guide also involved the collaboration of five public school teachers, two Gallaudet undergraduates (Jennifer Nicol and Staci Miller), two school principals and several members of the Gallaudet faculty, including Martin, John Madison of the Department of Education and Paula Ottinger of the Department of Sign Communication.

The purpose of the book is to prepare public school personnel in ways to work with hearing impaired Gallaudet

students who will do student teaching practicum experiences with hearing children as part of their certification requirements in "regular" education. Topics in the book include the role of the interpreter, how to prepare for student teaching with hearing children, how to evaluate student teaching, organizing the student teaching experience and preparing the hearing community for the arrival of hearing impaired student teachers.

The guide is printed by Gallaudet and is accompanied by a videotape of Gallaudet student teachers in action with hearing children and a leader's handbook for training public school teachers in supervision of student teachers.

For more information or a review copy, contact David Martin at x5400 voice or TDD. 250-02-1019.





Board of Fellows members observe a class at Kendall School.

## Garretson discusses captioning with Public Broadcasting Board

During one of his meetings this past summer, President Merrill had an opportunity to talk with Sharon Percy Rockefeller, chairman of the Board of Directors of the Corporation for Public Broadcasting. As a result of this contact, Merrill was invited to participate in the Public Comments Section of a regular board meeting of CPB. He felt it would be more appropriate for such comments to come from a deaf person, so on Nov. 4 Merv Garretson, special assistant to the president, appeared before the Corporation to discuss open and closed captioning on television.

Aware of the extensive support and cooperation from the CPB in opening up television to people with hearing losses, Garretson began by expressing appreciation from the national deaf community for this continued support and sensitivity in making TV more accessible.

Garretson emphasized the cultural deprivation which results from hearing loss—complete or reduced loss of access to radio, films, theatre, television, the telephone and all other aspects of a hearing-oriented world. He commented

that even with the TeleCaption decoder, TV accessibility is a limited and rather barren world, a communication desert with an occasional oasis here and there. A review of captioned offerings in the metro Washington area over the last two weeks showed an average of 45 hours per week; however, on some evenings as many as three programs were offered at the same time, so options were actually much less. The breakdown was 30 hours from PBS stations (channels 22, 26 and 32), 12 from ABC, two or three from NBC, depending on captioned reruns, and zero hours from CBS.

Following the brief presentation, members of the Board asked questions about how TV accessibility could be increased and TV programming made more meaningful to hearing impaired persons. Garretson said he left the meeting with positive feelings about members of the Board of the Corporation for Public Broadcasting's interest, awareness, sensitivity and genuine desire to help. 282-44-1440.

## President's Office Notes

### Board of Fellows meets

At its annual meeting Nov. 8-10, the Gallaudet College Board of Fellows studied the question of "How can Gallaudet College better prepare students to function in a hearing environment on the job and socially."

The question was set before the group by the Board of Trustees, which learned of existing efforts on the campus through involvement with communication and language development components of the College and Pre-College Program.

The meeting began Nov. 8 with an overview of the topic by President Merrill, Vice President for Academic Affairs John Schuchman and Vice President for Pre-College Programs Robert Davila. The Fellows then divided into two groups for the bulk of the meeting.

Howard Aldmon, Albert DeStefano, Deadra Blaylock Morrison and Barbara Pollard studied programs at MSSD and KDES. MSSD Dean Lee Murphy and KDES Dean Mike Deninger provided overviews, and various staff and faculty participated in classroom and clinical observations. One highlight of the visit to Pre-College was a dinner at one of the MSSD training apartments. Here, students prepared the meal and entertained the Fellows with information about the residence program.

Win McChord, Jane Evans, William Peace, James Rowland and Nancy Rowley studied programs at the College level. Following an overview by

Dean of the School of Communication David Tweedie and Dean of Arts and Sciences James Madachy, the Fellows heard presentations by the Departments of Audiology, Communication Arts and English. Additionally, the Fellows had the opportunity to observe and converse with students involved in off-campus work with the undergraduate education program and social work program.

Luncheons were held with students from KDES, MSSD and the College. A reception, an interaction time with Pre-College faculty and staff and a dinner with members of Central Administration completed the program.

Following these presentations, the Board of Fellows met alone to prepare its recommendations to the College. These were presented Nov. 10 to President Merrill and members of Central Administration and the Council of Deans. The recommendations focused on four areas:

- Communication Skills (students should be exposed to all kinds of skills).
- Language Acquisition (a "Blue Ribbon" task force should be established to study this).
- Internal Pressures (study should be made of peer pressure regarding communication mode).
- Parent and Community Education (both need to be educated about the needs of deaf children and adults).

The formal report will be prepared next month and will be available to interested parties by the beginning of the second semester. 577-74-3538.

## Music Program

*continued from page 1*

a prism does to light entering it.) A color organ, frequently used at MSSD, is a pyramid that shows four different colors that represent different frequencies or pitches such as red = low, yellow = middle low, green = middle high and blue = high.

While there had been a music course offered as an elective at MSSD for years, last year was the first time the course included the formal use of musical instruments. Karen Semanchik, a speech pathologist and communications instructor, now teaches the course "Music Elements and Appreciation." Students not only learn about musical instruments but, as part of the class project, are required to create and perform an original group composition.

"Traditionally music has been used as therapy, to improve speech, for example, but at MSSD our students are enjoying music as music. I don't see many other schools for the deaf doing that," Semanchik said. She incorporates elements of listening training with creative expression. In class, she presents hand-on visual demonstrations of various acoustic sources of sounds. For example, Semanchik uses devices such as water-filled soda or wine bottles, drums and other musical instruments and tuning forks which show a wide selection of sound sources varying in frequency, intensity and spectrum.

Rhythm boxes are commercially available drum or rhythm machines that can have different rhythms pro-

grammed into them and later be recalled. They help students keep a steady beat which can be sent through the vibrating floor or color organ. Rhythm boxes are also used by students practicing time patterns by copying or creating compatible rhythm patterns.

Both Lederman and Semanchik found that their students were tremendously interested in learning how to play music. The active interest in their classroom spills over into participation in the music club. Started last year under the direction of Lederman and Semanchik with just a few students, the club this year has more than 20 members. Semanchik feels that this interest in learning about sound, music, signing songs, singing and playing musical instruments reflects the same kind of interest that is shown by hearing teenagers. "You see kids walking through the halls of MSSD wearing t-shirts with rock band logos on them just as you would in any high school. MSSD students have their rock heroes, too, but not many go to concerts," said Semanchik.

Lederman was surprised to find out how many students had guitars sitting at home for years without ever having played them. He talked about one student he was especially proud of who has a profound hearing loss yet is dedicated to learning to play the guitar. "I'm not sure we could have turned him on to sound without the vibrating floor and color organ because of his profound deafness," he said.

Members of the music club are composing and performing music for a dance that will be performed by MSSD students Dec. 9-11.

on the  
**GREEN**

Published each Monday for staff and faculty of Gallaudet College by the Office of Alumni and Public Relations.

#### APR Director:

Jack R. Gannon

#### Director of Publications:

Laura-Jean Gilbert

#### Editor:

Vickie Walter

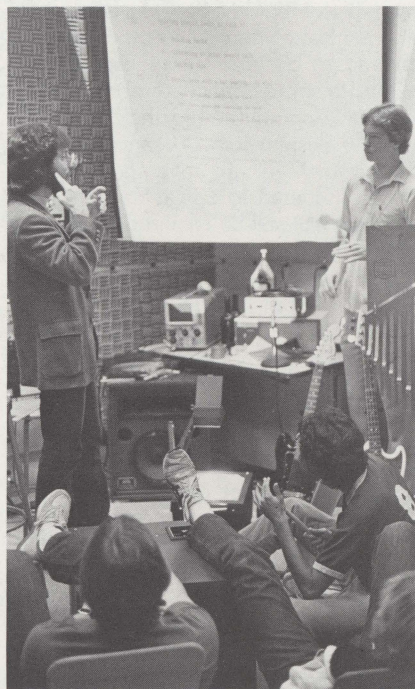
#### Contributors

Barbara Caldwell  
Shirley Dearing  
Charlotte Hawkins-Shepard  
Mike Kaika

#### Photographers:

Chun Louie  
Pete Moran  
Charlie Shoup

Gallaudet College is an equal opportunity employer-education institution. Programs and services offered by Gallaudet College received substantial financial support from the Department of Education.



Norman Lederman, left, an audio systems engineer and instructor at the Model Secondary School for the Deaf, teaches concepts of sound to MSSD students. 202-46-9010.



## MSSD soccer places third

MSSD participated in the Potomac Valley Athletic Conference Soccer Tournament Nov. 8-11. Ten schools from the area participated, and MSSD came in third. The Eagles won the opening round, defeating Pallotti 3-2, but in the semi-finals, St. Andrews dealt MSSD a 4-2 loss. MSSD then played Jewish Day in the consolation game and won 6-5. 216-60-5744.



Gallaudet's men's volleyball team attempted to break the world's record for continuous playing. 332-30-6794.

## Volleyball team fails in attempt to break world record

by Mike Kaika

The Gallaudet College men's volleyball team's attempt to shatter the world's record of 75 hours and 30 minutes, according to Guinness Book of World Records, of continuous volleyball play ended after 36 hours and 40 minutes. The men began the attempt Thursday, Nov. 11 at 4 p.m. and played continuously until 4:45 a.m. Saturday morning. They played 120 games during that span.

Two six-man teams, with no substitution, played each other continuously with only one five minute break each hour. The men played the first 12 hours with ease and their attitudes, spirits and physical conditions were still strong. Near the end of the 24 hour mark it was evident that they were getting low on gas but at times, especially around 4 p.m. Friday when faculty and staff members joined the students to watch, the men seemed to be rejuvenated.

During the next 12 hour span the men began to slow down. Fatigue was setting in and it was just a matter of time before exhaustion took its toll. A steady stream of students kept stopping by the gym Friday night to encourage the players on but at 4:45 a.m. Satur-

day morning the volleyball team threw in the towel when one of the players became so exhausted that he couldn't continue.

The purpose of this Volleyballathon was to raise \$2,000 to support the volleyball team's spring trip to play against several colleges in New York. The team is an associate member of the Eastern College Volleyball League and to gain full membership status the team must play against members of the ECVBL. During the trip the Gallaudet volleyball team will play against colleges such as University of Rochester, Syracuse University, Cortland State, Nyack College, U.S. Merchant Marine

Academy, National Technical Institute for the Deaf and possibly Army.

The fundraising event got off to a good start with the Miller Brewing Company donating \$100 and contributing 25 cents from each bottle or can of Miller beer sold at the College's Abbey on Saturday, Nov. 13. In addition, the Abbey contributed five cents from every alcoholic beverage sold during a two week span and College personnel pledged various amounts of money. Head coach Farley Warshaw estimates that the Volleyballathon raised close to \$1,500 but he is hoping that additional money will still filter in to reach the \$2,000 goal. 579-68-8429.

## MSSD dance concert scheduled

Four Washington area choreographers are creating dances for the Model Secondary School for the Deaf's second student dance concert. To be held Dec. 9, 10 and 11 in the MSSD Auditorium, the concert will include jazz, tap and modern dance styles.

Marcia Freeman, MSSD dance instructor/choreographer, is creating a dance which will visually interpret live, original music performed by MSSD students. The four guest choreographers are Mel Manco (returning for her second year), choreographer for Deaf Dimensions, a resident song and dance company of the Jewish Community Center Dance Department; Anne McDonald, professional jazz and modern dance teacher, performer and choreographer in the Washington area; Martha Brim, professional modern dance choreographer and performer in the Washington area; and Carol Vaughn, co-founder/director of Feet First, the only Washington area dance studio devoted exclusively to the instruction of jazz and tap dance.

Two Friday performances will be

held—10:30 a.m. and 8 p.m.—and one Thursday and Saturday performance will be given at 8 p.m. each evening. Ticket prices are \$4 for adults and \$2 for students and senior citizens. For further information and reservations, call Elyse Schochet at 651-PLAY. 474-44-9765.

## Medicare tax

continued from page 1

contribution will fall back to 7%. The College will be required to match all employee contributions.

Individuals may have previously contributed to Medicare because of employment elsewhere where they were covered by Social Security. According to the Personnel Office here, persons who have contributed to the Social Security System for 10 years are fully funded for Medicare coverage. Persons who contributed to Social Security for 10 years will still be required to pay the additional 1.3% tax; however, they will probably be permitted to deduct this excess tax from their individual federal income tax returns. The Personnel Office will provide additional information on the deduction possibility as the regulations develop.

The positive side of this legislation is that Gallaudet employees will automatically qualify for Medicare Part A (Hospital) coverage upon retirement. Previously, Civil Service retirees had to pay \$89 a month for this coverage.

The act also "grandfathers" those employees with 10 years or more of combined federal/private sector service. This means that if an individual is considering retirement in the near future, he or she should wait until January to take advantage of the hospital coverage under Medicare Part A.

## Library observes Deaf Heritage

Deaf artists will be the focus of "Deaf Heritage Week" (formerly Deaf Awareness Week and Deaf Action Week) to be observed at the District of Columbia Public Library Dec. 5-11.

The highlight of the week will be a program with Deborah Sonnenstrahl, director of the Office of Fine Arts in Education at Gallaudet, to be held Dec. 7 at noon in the main lobby of the Martin Luther King Memorial Library, 901 G St. NW. Sonnenstrahl will speak about Cadwallader Washburn, a dry point etcher of international reputation, who was also deaf. Also, Al Pimentel, executive director of the National Association of the Deaf, will speak on behalf of deaf people of America.

For persons interested in using the Red Notebook concept as a medium for deaf networking, Alice Hagemeyer, librarian for the deaf at the D.C. Public Library, will present a program Dec. 9 from 11:30 a.m.-1:30 p.m. in Room A-5 of the Martin Luther King Library.

For more information about these programs or about other Deaf Heritage activities in the D.C. area, call 727-1186 voice or 727-2255 TDD.

## Alumni House offers soup and sandwich

The Alumni House dining area is now offering another option for lunch.

In addition to soup and salad for \$2.25, and soup, salad, and sandwich or hot entree for \$3.50, diners can now get soup and a sandwich for \$2.95.

## Jobs Available

Some of the advertised staff positions may already be filled. For updated information, call the JOB RECORDING in the Personnel Office, x5514 or x5520 TDD.

SECRETARIAL POSITIONS: Contact Personnel for listing.  
SENIOR SYSTEMS PROGRAMMER: Computer Center  
ELECTRONIC TECHNICIAN: Technical Support Services  
DIRECTOR OF STUDENT LIFE: MSSD  
SENIOR APPLICATIONS PROGRAMMER/BUSINESS AFFAIRS: Computer Services  
OCCUPATIONAL THERAPIST: KDES  
PHYSICAL THERAPIST: KDES  
SUPERVISOR: Custodial Services  
PRESIDENT: Gallaudet College  
COMPUTER OPERATOR: Computer Services  
HORTICULTURE SUPERVISOR: M&O Grounds Service  
ASST. TO THE DIRECTOR FOR EXTENSION & SUMMER PROGRAMS: Continuing Education  
REPORTER: Gallaudet College Television  
TEACHER AIDE: Programs in Adult & Community Education  
STORES ATTENDANT: M&O Administration  
TELECOMMUNICATIONS & INSURANCE ANALYST: Telecommunications Services  
DRIVER: Transportation  
REMODELING CARPENTER/MASONRY MECHANIC: Maintenance Services  
PLACEMENT COUNSELOR: Counseling & Placement  
COORDINATOR, PLANNING AND FINANCIAL MANAGEMENT: Accounting  
OFFICE ASSISTANT: Dean's Office, MSSD  
PAINTER: M&O Maintenance  
EDITORIAL ASSISTANT: Office of Research Utilization and Publications  
AUDIO-VISUAL TECHNICIAN 255-40-4905.

## Classified Ads

**FOR SALE:** Wood burning Franklin Stove with screen, \$100. Call Ms. Stevens x5030 or 599-1656 after 6:30 p.m.

**FOR SALE:** 1971 Ford Pinto—good running condition, good tires, etc., \$300. Call Boris Bogatz x 5394 voice or TDD.

**FOR RENT:** Four-bedroom townhouse in walking distance to Gallaudet at 6th and Florida Ave. NE, w/d, carpeting, fenced yard, paneled walls, \$600 a month plus utilities. Call James Packwood, 634-6814 (days), 360-8382 (evenings), voice only. 098-40-6765.

**FOR SALE:** Queen mattress and box spring, practically new, in excellent condition, \$150. Six-piece traditional wall units with desk, shelves, dressers and small drawers combined, good condition, \$500. Call Linda X5638.

**FOR SALE:** "I love you" macrame hands, small in bright colors for Christmas ornaments or decoration, \$3.50, and large in natural brown for wall-hanging, \$8. Call Tamara at the Center for Assessment and Demographic Studies, House 4, x5300 voice or TDD.

**FOR SALE:** Bedroom sets with queen and twin headboards, dining room set, sleep sofa, 25" console TV, Model 15 TTY and coupler, bike carriers for children, hair dryer, other things. Call Pat at 577-0524 TDD.

**NEEDED:** Seeking quiet M/F to rent small basement apt. in private home; own private entrance, on bus line, near Metro; Eastern Ave., in Takoma Park, MD; \$250 including utilities. Call Virginia, x5710 voice or TDD. 525-94-2565.

**FREE:** Four cute grey kittens to lovable homes. Call Laurie, 632-0106 days, 323-6030 evenings.



# Consumer's Guide to 1983 Health Insurance Program

Prepared by the Office of Administrative Services

Open Season for health insurance begins today and continues through Dec. 10, 1982. During this time, employees will have the opportunity to add new coverage or to change their existing coverage.

Because the cost of health insurance in 1983 is scheduled to rise an average of 28%, the combination of this increase, the Medicare tax and other insurance increases could reduce the next take-home pay of many employees. Last year, many people switched plans or options or both as people examined their coverage more carefully. An even greater number of changes are expected in 1983, and this supplement has been prepared for those individuals who may want to consider making some change in their coverage.

This supplement compares 1982 costs to 1983 costs for all plans offered at Gallaudet. A risk analysis explains the differences in coverage between the high option and the low option of our three most popular plans: Blue Cross/Blue Shield, Aetna and Group Health Association.

Most of the health insurance plans intend to raise their bi-weekly rates significantly. Most of Gallaudet's enrolled employees, in fact 83%, participate in the three plans that offer high and low options. All but two of the available plans will raise their bi-weekly rates anywhere from .05% to 126% above the 1982 rates.

These increases are substantial. A hypothetical example illustrates exactly how substantial they are:

Jane Doe, a Gallaudet employee, is married and currently subscribes to the Blue Cross/Blue Shield high option family plan. She earns \$21,861 per year and her bi-weekly take-home pay on Oct. 1, 1982 was \$544.25. If she decides not to change health insurance plans during Open Season, in January, 1983 her net pay will be \$519.64, or \$24.61 less take-home pay. This is because her health insurance increased by \$12.73, the new Medicare tax took an additional \$10.89 and her life insurance and family dental insurance increased.

If Jane Doe switches to low option family coverage, her take-home pay situation is dramatically reversed. Instead of taking home only \$519.64,

she will actually increase her salary above the Oct. 1 level to \$559.30, or \$39.66 more per pay period.

There are increased risks with low option coverage. The gain in the paycheck is attractive but it must be balanced against the possible additional financial risk one assumes in case of an extended illness. A high option Blue Cross/Blue Shield family subscriber nets more than \$1,000 in after-tax dollars in 1983 by switching to the low option family plan. The risk factor that must be considered is whether this additional \$1,000 will cover the increased out-of-pocket health care expenses the family might have in 1983 because of the switch. The risk comparison chart describes the summary benefits offered for three major plans.

To help reduce the additional financial risk individuals assume by switching to a low option plan, the College is surveying high option employees to determine whether they would be interested in a supplemental plan. This supplemental would benefit all employees, but it would be most beneficial to the high option subscribers who convert to low option plans.

The supplemental plan is fairly simple: it provides a \$50 per day direct payment to a subscriber or a member of the subscriber's family who is confined to the hospital for health reasons. This money may be used to offset the higher deductible and confinement charges of the low option plans or any other doctor, drug or hospital fees. It is a low cost plan as well. The employee cost per pay period would be:

**Supplemental Plan Premiums**  
Self Only: \$2.47/pay period  
Spouse Coverage: \$2.47/pay period  
Children/Child: \$2.60/pay period

The insurance company offering the plan requires a minimum participation of 500 employees. If there is enough interest, every effort will be made to have the plan during Open Season. If you are not one of the employees who was surveyed but you are interested in this kind of plan, please contact the Personnel Office.

Remember, Open Season begins on Nov. 22 and ends Dec. 10. It is the only opportunity you will have to change your 1983 coverage. More health insurance information will be distributed as it is received.

If you want to find out more information about various health plans, attend the Health Fair next Wednesday, Dec. 1 and Thursday, Dec. 2.

The Health Fair will take place in the Ely Center Multi-purpose Room Dec. 1 from 2-4:30 p.m. and Dec. 2 from 11 a.m.-1 p.m. Representatives from most of the available plans will be on hand to answer your specific questions regarding their coverages in 1983.

Registration forms with instructions for making changes or new elections are available at the following locations

during Open Season:

College Hall—Personnel, Rooms 7 & B-19

KDES—Room 3400

MSSD—Room 204C

HMB—Room 152

CUB—M&O Administration Office

All registration forms must be received in the Personnel Office in College Hall no later than Monday, Dec. 13 and all changes and elections made during Open Season will become effective on Jan. 9, 1983. If you have questions, call the Personnel Office, x5113.

## 1982 and 1983 health insurance cost differences

PLANS	BIWEEKLY COSTS			ANNUAL COSTS
	1982	1983	% + (-)	
BC/BS High Option/Self	19.74	25.36	28%	659.36
High Option/Family	41.77	54.50	30%	1,417.00
Low Option/Self	3.62	5.55	53%	144.30
Low Option/Family	10.53	14.84	41%	411.84
AETNA High Option/Self	12.42	18.78	51%	488.28
High Option/Family	15.66	26.88	72%	698.88
Low Option/Self	4.74	6.05	28%	157.30
Low Option/Family	11.38	14.63	29%	380.38
GHA High Option/Self	15.43	17.63	14%	458.38
High Option/Family	37.34	50.24	35%	1,306.24
Low Option/Self	5.73	10.38	81%	269.88
Low Option/Family	14.08	31.76	126%	825.76
COLUMBIA Self	12.28	9.73	(21%)	252.98
Family	36.48	34.99	(4%)	909.74
KAISER Self	10.61	10.98	3%	285.48
Family	29.99	33.08	10%	860.08
GWU Self	13.82	16.52	20%	429.52
Family	40.39	49.80	23%	1,294.80
GEHA Self	7.34	6.48	(13%)	168.48
Family	13.00	13.65	.05%	354.90
HEALTH PLUS Self	12.88	20.67	60%	537.42
Family	39.38	58.18	48%	1,512.68
POSTMASTERS Self	25.42	29.46	16%	765.96
Family	52.44	62.01	18%	1,612.26
NALC Self	11.70	21.87	87%	568.62
Family	28.45	40.50	42%	1,053.00
MAIL HANDLERS Self	5.09	6.42	26%	166.92
Family	13.65	18.85	38%	490.10
APWU Self	12.17	16.17	33%	420.42
Family	31.46	41.56	32%	1,080.56
CLINICAL ASSOC. Self	5.64	6.50	15%	169.00
Family	26.69	35.00	31%	910.00

## 1983 risk comparison of high and low option coverage

### Blue Cross/Blue Shield

Coverage	High Option	Low Option	Risk
1. Deductibles per Calendar Year.	\$200, limit of 2 people.	\$250, limit of 2 people.	Low option risks \$50-100 additional possible deductible costs per calendar year.
2. Catastrophic Protection	Above \$1,000 in costs not covered by Basic or Supp. benefits; other covered at 100%.	Above \$2,500 not covered by Supplemental, remaining costs cover at 100%.	\$1,500 additional possible out-of-pocket employee costs for low option subscribers.
3. Inpatient Care	100% for unlimited days of hospital confinement after satisfying payment of \$50 charge per confinement.	100% for 180 days of hospital confinement after satisfying \$100 charge per confinement. Supp. picks up 75% of remaining.	Low option risks \$50 in additional confinement charges and 45% of inpatient costs after 180 days confinement (up to catastroph. protection)
4. Surgical Care	80% of customary and reasonable costs for both inpatient and outpatient surgery.	75% of customary and reasonable costs for both inpatient and outpatient surgery.	5% more in costs related to surgery for low option subscribers.

continued on next page



Coverage	High Option	Low Option	Risk
5. Maternity Care	100% on outpatient basis, 80% on inpatient basis. Customary and reasonable costs only.	75% for both out/inpatient maternity care. Customary and reasonable costs only.	Low option risks 5% more in inpatient care, 25% more in costs for outpatient maternity.
6. Doctors Visits	80% for a maximum of 50 visits per year. Customary and reasonable costs only.	75% for max. of 25 visits per year. Customary and reasonable costs only.	5% more in costs related to doctors visits. 25 fewer visits allowed for low option.
7. Outpatient Diagnostic Tests	100% for surgery tests, 80% for other hospital/physician testing.	100% for surgery tests, 75% for other hospital/physician testing.	Low option risks 5% more in costs related to hospital and physician testing.
8. Emergency Care	100% for accidents within 72 hour time frame. 80% for medical emergencies. Customary and reasonable costs only.	100% for accidents within 72 hour time frame. 75% for medical emergencies. Customary and reasonable costs only.	5% more in costs related to medical emergencies for low option subscribers.
9. Prescription Drugs	80%	75%	5% more in yearly costs for drugs for low.
10. Preventive Care	First newborn exam.	First newborn exam.	No risk.
11. Dental Care	None	Preventive based on sched. of allow.	High risks not receiving dental coverage, but College employees covered by separate plan.
12. Mental Health Care	100% for 60 days inpatient. 70% outpatient. Confinement charge and visit limit apply.	100% for 30 days inpatient. 75% outpatient. Confinement charge/visit lim.	30 days inpat. care risk on low plus \$50 confine. and 25 fewer visits allowed. High option offers 5% less coverage for outpatient.
13. Alcohol and Drug Abuse Care	Acute detox on inpatient basis. Same as Mental Health for outpatient basis.	Acute detox on inpatient basis. Same as Mental Health for outpatient basis.	High option risks 5% more in costs on outpatient. Low option risks fewer covered visits.
14. Home Health Care	100% for 90 days	None	Low option subscribers could cover only 75% of costs through supplemental benefits.

## Aetna Indemnity Plan

Coverage	High Option	Low Option	Risk
1. Deductibles per Calendar Year	\$200 per person up to a limit of \$600 per family.	\$250 per person up to a limit of \$750 per family.	Low option risks \$50 add. deductible costs per person and \$150 per family.
2. Catastrophic Protection	Above \$2,500 per person and \$5,000 per family, remaining costs are covered at 100%.	Above \$3,000 per person and \$6,000 per family, other costs covered at 100%.	\$500 (self) to \$1,000 (family) add. possible out-of-pocket costs for low option subscribers.
3. Inpatient Care	80% of room and board expenses after deduct.	75% of room and board after deduct.	Low option risk 5% more in room and board.
4. Surgical Care	80% of customary and reasonable surgical expenses.	75% of customary and reasonable surgical expenses.	Low option risk 5% more in possible out-of-pocket surgical costs.
5. Maternity Care	80% of customary and reasonable costs.	75% of customary and reasonable costs.	Low option risk 5% more in possible costs.
6. Doctors Visits	80% of customary and reasonable costs.	75% of cust/reason. cost for dr. visit.	5% more in possible costs for low option.
7. Outpatient Diagnostic Tests	80% of customary and reasonable costs for outpatient testing.	75% of customary and reasonable costs for outpatient testing.	5% more in possible costs for low option.
8. Emergency Care	80% of customary and reasonable costs.	75% of customary/reasonable costs.	5% more in possible costs for low option.
9. Prescrip. Drugs	80% of customary and reasonable costs.	75% of customary and reasonable costs.	5% more impossible costs for low option.
10. Preventive Care	First newborn exam.	First newborn exam.	No risk.
11. Dental Care	Children and adult preventive care.	None.	Low option risk not receiving dental coverage but College employees covered by separate plan.
12. Mental Health	Inpatient up to \$20,000 per year. Outpatient up to \$1,000 per year.	Inpatient, \$15,000 per year. Outpatient same as high option.	Low option risk \$5,000 more in possible inpatient mental health care costs.
13. Alcohol/Drug Abuse Care	Same as Mental Health Care.	Same as Mental Health Care.	Low option risks \$5,000 more in possible inpatient alcohol and drug abuse care.
14. Home Health Care	120 visits per year, covered at 80%	Same benefit as high, but at 75%.	5% more in possible costs for low option.

## Group Health Association

Coverage	High Option	Low Option	Risk
1. Maximum Copayment	\$875 (self) and \$2,200 (family).	Same as High Option.	No risk.
2. Inpatient Care	\$75 per admission and then 100% coverage.	\$150 per admission and then 100% coverage.	\$75 more possible cost for low option.
3. Surgical Care	In full from Plan Staff.	In full from Plan Staff.	No risk.
4. Maternity Care	In full from Plan Staff.	In full from Plan Staff.	No risk.
5. Doctors Visits	In full from Plan Staff.	In full from Plan Staff after \$10/visit.	\$10 per visit more in costs for low option.
6. Outpatient Diagnostic Testing	In full from Plan Staff.	Minimum charge per test.	Low option risks the minimum charge, usually not more than \$6 per test.
7. Emergency Care	Outpatient covered in full. Inpatient is 80% covered.	Outpatient has \$3 per visit charge. Inpatient covered at 80% after first \$75.	Low option risks visit charge on outpatient basis. \$75 more in costs for inpatient.
8. Prescript. Drugs	80% after first \$150. For chronic illnesses, 100% over \$500.	80% after first \$150. For chronic illnesses, 100% over \$500.	No risk.
9. Dental Care	None	None.	No risk.
10. Preventive Care	In full from Plan Staff.	In full from plan staff plus \$10/visit.	Low option risks receiving visit charge.
11. Mental Health Care	Covered at 80% for 20 outpatient visits plus \$5 charge per visit. 30 days inpatient coverage.	80% for 20 outpat. visits plus \$75 deduct, plus \$5 per visit. 30 days inpatient cov.	\$75 in deductible charges for low option subscribers.
12. Alcohol/Drug Abuse Care	Same as Mental Health Care.	Same as Mental Health Care.	\$75 in deductible charges for low option subscribers.
13. Home Health Care	All necessary medical services in full.	All necessary medical services in full.	No risk.